

TITLE V - OFFSETTING DISINCENTIVES TO OVERSEAS SERVICE

Promoting Effective Performance of Authorized
Intelligence Functions

SEC. 501.(a) The Director of Central Intelligence may authorize payment to officers and employees of the Central Intelligence Agency and their dependents of allowances and benefits not specifically authorized under any other provision of law when the Director determines such allowances or benefits to be appropriate for the purpose of promoting the effective performance of authorized intelligence functions.

(b) The heads of the departments, agencies, and other elements of the United States Government listed in (2) through (10) of section 101 of this Act may authorize payment to officers and employees, and their dependents, who serve in circumstances comparable to those of Central Intelligence Agency personnel, of allowances and benefits comparable to those authorized in accordance with subsection (a) of this section.

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Subsections 501(a) and (b) supplement the expenditure authority of the Director of Central Intelligence (DCI) under the Central Intelligence Agency Act of 1949 (50 U.S.C. 403a-403j). The purpose of the provisions is to demonstrate clearly and convincingly that the Congress and the American people value the efforts of the nation's intelligence officers no less than that of members of the Foreign Service.

Passage of the Foreign Service Act of 1980 (P.L. 96-465) has eroded the morale of CIA employees and has had a similar effect on personnel of other elements of the Intelligence Community who serve overseas in like circumstances. The allowances and benefits provisions of the Foreign Service Act of 1980 were enacted in part to offset a growing realization that disincentives to service abroad have increased dramatically in recent years. The Intelligence Community supported these allowances and benefits provisions because the Community recognized from its own experience the need for such remedial measures. Changing social and economic values have resulted in an increased number of spouses seeking employment outside the home. An assignment overseas does not generally permit spouses to remain employed. Hence, family income decreases in an overseas environment in which the purchasing power of the dollar has seriously declined. In addition, the normal marital and family stress of overseas service has been magnified because the safety of U.S. overseas missions and their personnel has become increasingly questionable in many areas of the world.

Subsection 501(a) would provide the Director of Central Intelligence with greater flexibility to deal with disincentives associated with intelligence service overseas. At a time in which the provision of accurate intelligence to policymakers is increasingly crucial, but when disincentives to overseas service are so dramatically on the rise, it is essential that the Director of Central Intelligence have the broadest flexibility to act quickly in the allowances and benefits area to ensure the effective performance of authorized intelligence functions. Dramatic political changes abroad for example, may require decisive action and extraordinary expenditures to ensure the effective performance of intelligence functions and to protect intelligence personnel and their families. Although the Director of Central Intelligence has implied authority to undertake such measures, subsection 501(a) will explicitly affirm that authority with respect to personnel allowances and benefits.

Various Intelligence Community entities have personnel serving overseas, and disincentives to service abroad are experienced by them all. Accordingly, the heads of those entities should be able to authorize appropriate comparable benefits and allowances so as to ensure the effective performance of all authorized intelligence functions. Enactment of the authority contained in subsection 501(b) will serve as a clear indication to the Intelligence Community's overseas personnel that their concerns are understood and that positive steps are being taken to offset the detrimental aspects of service abroad.

Finally, the enactment of subsections 501(a) and (b) would serve to help guarantee the elimination of disparities between members of the Foreign Service and officers and employees of the Intelligence Community which have aided individuals bent on destroying the foreign intelligence capabilities of the United States in their efforts to identify Intelligence Community officers and employees

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